



PARENTS AT WORK

Leave & Breastfeeding Breaks by Country: Europe and Central Asia

Parents at Work: Leave & Breastfeeding Breaks by Country is an advocacy tool developed by the [World Alliance for Breastfeeding Action](#) (WABA) as part of the [Empowering Parents Campaign](#) (EPC). The EPC aims to promote social protection that will facilitate the integration of parents' productive and reproductive work in both formal and informal sectors. Family-supportive policies, that enable women to remain and progress in paid employment and encourage men to take their fair share of care work, are crucial to achieving greater gender equality at work and at home. [Decent work](#) includes parental social protection policies and legislation, public-funded paid leave and parent-friendly or family-friendly workplaces that help transform social norms, protect workers from job discrimination and help achieve the balance in work and family life for all workers in line with several of the [Sustainable Development Goals](#).



This tool summarises the nationally mandated leave (maternity, paternity and parental), breastfeeding breaks, and the provider of these benefits in 195 countries. To date, 38 countries have ratified the [Maternity Protection Convention, 2000 \(No. 183\)](#), which sets the minimum global standards. Out of 195 countries studied, paternity and parental leave are only available in 100 and 66 countries respectively, and most countries offer at least some paid maternity leave. Progress is slow in meeting the World Health Organization (WHO) [recommendation](#) for the provision of at least 6 months paid leave to support exclusive breastfeeding. Approximately half of the countries worldwide meet the International Labour Organization (ILO) standards, including 47% of low-income countries, 43% of middle-income countries, and 77% of high-income countries.

Use this tool to advocate for gender-equitable parental social protection that will empower parents and enable breastfeeding in the context of both formal and informal work sectors.

PARENTS AT WORK

EUROPE AND CENTRAL ASIA

	NATIONALLY MANDATED														
	LEAVE										BREASTFEEDING BREAKS ^d				
	MATERNITY ^a										PARENTAL ^b	PATERNITY ^c	BREASTFEEDING BREAKS ^d		
	1-11 weeks	12 weeks	13 weeks	14 weeks	15 weeks	16 weeks	17 weeks	18 - 25 weeks	≥ 26 weeks	Provider of benefits ^a	Duration in weeks	Duration	Availability (Yes/No)	Financing (Paid/Unpaid)	Details
Albania ^{C183}									✓	○	<2 P [▲]	N	Y	P	New mothers are guaranteed breastfeeding breaks with no explicit limit on the age of the child
Andorra						✓				○	MD	>2 weeks	Y	P	New mothers are guaranteed breastfeeding breaks until the child is 9 months old
Armenia							✓			○	156 U [▲]	N	Y	P	60 min per day
Austria ^{C183}					✓					○	104 P [▲]	N	Y	P	90 min per day
Azerbaijan ^{C183}							✓			○	156 P [▲]	14 days U	Y	P	60 min per day for 18 months
Belarus ^{C183}							✓			○	156 P [▲]	N	Y	P	60 min per day
Belgium				✓						○	17 P [▲]	10 days	Y	P	60 min per day for 9 months
Bosnia and Herzegovina ^{C183}								✓		○	156 U [▲]	7 days	Y	P	120 min per day for 12 months
Bulgaria ^{C183}								✓		○	26 P [▲]	15 days [▲]	Y	P	120 min per day for 8 months
Croatia								✓		○	104 U [▲]	7 days	Y	P	60 min per day for 12 months
Cyprus ^{C183}							✓			○	13 U [▲]	N	Y	P	60 min per day for 9 months
Czech Republic ^{C183}								✓		○	156 P [▲]	N	Y	P	60 min per day for 12 months
Denmark							✓			◆	32 P [▲]	14 days	N	N	N
Estonia							✓			○	36 U [▲]	10 days	Y	P	60 min per day for 18 months
Finland							✓			○	26 P [▲]	54 days	N	N	N
France					✓					○	156 P [▲]	11 days	Y	P	60 min per day for 12 months
Georgia								✓		○	50 [▲]	N	Y	P	New mothers are guaranteed breastfeeding breaks until the child is 12 months old
Germany			✓							○	156 P [▲]	N	Y	P	60 min per day
Greece							✓			○	17 U	2 days	Y	P	New mothers are guaranteed breastfeeding breaks until the child is 12 months old
Hungary ^{C183}							✓			○	156 P [▲]	5 days [▲]	Y	P	120 min per day for 9 months
Iceland			✓							○	26 P [▲]	90 days [▲]	N	N	N
Ireland								✓		○	17 U [▲]	<2 weeks	Y	P	60 min per day for 6 months
Israel			✓							○	52 U [▲]	N	Y	P	New mothers are guaranteed breastfeeding breaks until the child is 7.2 months old
Italy ^{C183}							✓			○	26 P [▲]	1 day	Y	P	120 min per day for 12 months
Kazakhstan ^{C183}							✓			○	156 U [▲]	5 days U	Y	P	40 min per day for 18 months
Kyrgyzstan							✓			○	MD	N	Y	P	New mothers are guaranteed breastfeeding breaks until the child is 18 months old
Latvia ^{C183}					✓					○	78 P [▲]	10 days	Y	P	60 min per day for 18 months
Lithuania ^{C183}							✓			○	156 P [▲]	30 days	Y	P	60 min per day
Luxembourg ^{C183}					✓					○	26 P [▲]	2 days	Y	P	90 min per day
Malta							✓		◆	○	13 U [▲]	<2 weeks	N	N	N
Moldova, Republic of ^{C183}							✓			○	156 P [▲]	N	Y	P	New mothers are guaranteed breastfeeding breaks until the child is 36 months old
Monaco						✓				○	MD	<2 weeks	Y	P	New mothers are guaranteed breastfeeding breaks until the child is 12 months old
Montenegro ^{C183}								✓		○	MD	MD	Y	P	New mothers are guaranteed breastfeeding breaks until the child is 12 months old
Netherlands ^{C183}					✓					○	26 U [▲]	2 days	Y	P	90 min per day for 9 months
Norway ^{C183}								✓		○	49 P [▲]	14 days	Y	P	60 min per day
Poland							✓			○	156 P [▲]	14 days	Y	P	New mothers are guaranteed breastfeeding breaks with no explicit limit on the age of the child
Portugal ^{C183}					✓					○	17 P [▲]	20 days	Y	P	120 min per day for 12 months

Republic of North Macedonia ^{C183}								✓	●	156 [▲]	<2 weeks	Y	P	90 min per day for 12 months
Romania ^{C183}								✓	●	52 P [▲]	5 days [▲]	Y	P	120 min per day for 12 months
Russian Federation								✓	●	156 P [▲]	<2 weeks	Y	P	60 min per day for 18 months
San Marino ^{C183}								✓	●	MD	MD	Y	P	New mothers are guaranteed breastfeeding breaks until the child is 12 months old
Serbia ^{C183}								✓	●	52 P [▲]	7 days	N	N	N
Slovakia ^{C183}								✓	●	156 P [▲]	N	Y	P	60 min per day for 6 months
Slovenia ^{C183}				✓					●	37 P [▲]	90 days [▲]	Y	P	60 min per day
Spain					✓				●	156 U [▲]	15 days	Y	P	60 min per day for 9 months
Sweden				✓					●	80 P [▲]	10 days	Y	P	New mothers are guaranteed breastfeeding breaks with no explicit limit on the age of the child
Switzerland ^{C183}				✓					●	N	N	Y	P	New mothers are guaranteed breastfeeding breaks until the child is 12 months old
Tajikistan								✓	●	156 P [▲]	N	Y	P	60 min per day for 18 months
Turkey					✓				●	26 U [▲]	<2 weeks	Y	P	30 min per day for 12 months
Turkmenistan						✓			●	MD	MD	Y	P	New mothers are guaranteed breastfeeding breaks until the child is 18 months old
Ukraine								✓	●	156 P [▲]	N	Y	P	New mothers are guaranteed breastfeeding breaks until the child is 18 months old
United Kingdom								✓	●	13 U [▲]	14 days [▲]	N	N	N
Uzbekistan						✓			●	156 P [▲]	N	Y	P	60 min per day

LEGEND

- ◆ Employer
- Social Security
- Y Yes
- N No
- P Paid
- U Unpaid
- C183 Ratified C183 - Maternity Protection Convention, 2000 (No. 183)
- N/S Not specified
- MD Missing Data

- a Data obtained from International Labour Organization. (2017). *World Social Protection Report 2017-19: Universal social protection to achieve the Sustainable Development Goals* - Table B.5. <https://www.ilo.org/global/publications/books/WCMS_604882/lang--en/index.htm>
- b Data obtained from International Labour Organization. (2014). *Maternity and paternity at work: Law and practice across the world*. <https://www.ilo.org/global/publications/books/WCMS_242615/lang--en/index.htm>
- c The duration of paternity leave (in days) was obtained from International Labour Organization. (2014). *Maternity and paternity at work: Law and practice across the world*. When unavailable, the duration of paternity leave (in weeks) was obtained from World Policy Analysis Center. <<https://www.worldpolicycenter.org/topics/family/policies>>. All leave shown are paid unless mentioned Unpaid (U).
- d The data for breastfeeding breaks was obtained from International Labour Organization. (2014). *Maternity and paternity at work: Law and practice across the world*. When unavailable, data was obtained from the World Policy Analysis Center.
- ▲ Refer to International Labour Organization. (2014). *Maternity and paternity at work: Law and practice across the world* for additional details.

Methodology: The primary source of data on maternity leave (duration and provider of benefits) was the International Labour Organization. (2017). [World Social Protection Report 2017-19: Universal social protection to achieve the Sustainable Development Goals](#) - Table B.5. The primary source of data on (i) parental and paternity leave and (ii) breastfeeding breaks was taken from the International Labour Organization. (2014). [Maternity and paternity at work: Law and practice across the world](#), Appendix IV and Appendix VII respectively. [World Policy Analysis Center](#) data on paternity leave and breastfeeding breaks were used when these were not available in the primary source. Duration of maternity leave in weeks was categorised accordingly. Duration of parental leave in weeks was provided according to the source. Paternity leave was provided in days or a range according to the source. Details on breastfeeding breaks were provided according to the source. The data for this tool was retrieved from the sources in July 2019.

Disclaimer: WABA aims to provide the most comprehensive and recent information available for all countries in this tool. WABA does not take responsibility for any changes in the data sources since July 2019.

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World Alliance for Breastfeeding Action (WABA) is a global network of individuals and organisations dedicated to the protection, promotion and support of breastfeeding worldwide based on the Innocenti Declarations, the Ten Links for Nurturing the Future and the WHO/UNICEF Global Strategy for Infant and Young Child Feeding. WABA is in consultative status with UNICEF and an NGO in Special Consultative Status with the Economic and Social Council of the United Nations (ECOSOC). WABA coordinates the annual World Breastfeeding Week campaign. WABA works closely with many organisations and individuals. Our partners in this effort include: the Academy of Breastfeeding Medicine (ABM), International Baby Food Action Network (IBFAN), International Lactation Consultant Association (ILCA), La Leche League International (LLL), United Nations Children's Fund (UNICEF), World Health Organization (WHO), and several other international organisations.